

Memorandum of Understanding and Agreement

This Memorandum of Understanding and Agreement is made and entered into this 22nd day of June, 2021, by and between the City of Bozeman, Montana, hereinafter referred to as the “Employer”, and the Montana Federation of Public Employees, hereinafter referred to as the “Union”.

1. It is mutually agreed that **Addendum A – Position Pay Ranges** of the Collective Bargaining Agreement between City of Bozeman and Montana Federation of Public Employees Fiscal Years 2020-2022 shall be amended to include 2021 Pay Bands for the purposes of this agreement:

Position	2021 Pay Band	85% Hourly	88% Hourly	91% Hourly	94% Hourly	97% Hourly	2021 Proposed Market Hourly
ACCOUNTING TECHNICIAN	55	\$ 19.5381	\$ 20.2277	\$ 20.9173	\$ 21.6069	\$ 22.2965	\$22.9861
ACCOUNTS PAYABLE CLERK	53	\$ 18.5966	\$ 19.2530	\$ 19.9093	\$ 20.5657	\$ 21.2220	\$21.8784
ADMINISTRATIVE ASSISTANT I	45	\$ 15.2632	\$ 15.8019	\$ 16.3406	\$ 16.8793	\$ 17.4180	\$17.9567
ADMINISTRATIVE ASSISTANT II	52	\$ 18.1430	\$ 18.7833	\$ 19.4237	\$ 20.0640	\$ 20.7044	\$21.3447
AFFORDABLE HOUSING PROGRAM MANAGER	72	\$ 29.7296	\$ 30.7788	\$ 31.8281	\$ 32.8774	\$ 33.9267	\$34.9760
ANIMAL CONTROL OFFICER	58	\$ 21.0404	\$ 21.7830	\$ 22.5256	\$ 23.2682	\$ 24.0108	\$24.7534
ASSET/GIS SYSTEMS ADMIN	69	\$ 27.6070	\$ 28.5814	\$ 29.5558	\$ 30.5301	\$ 31.5045	\$32.4788
ASSISTANT TREASURER	53	\$ 18.5966	\$ 19.2530	\$ 19.9093	\$ 20.5657	\$ 21.2220	\$21.8784
BILLING CLERK II/III	48	\$ 16.4369	\$ 17.0170	\$ 17.5971	\$ 18.1773	\$ 18.7574	\$19.3375
BILLING CLERK III	52	\$ 18.1430	\$ 18.7833	\$ 19.4237	\$ 20.0640	\$ 20.7044	\$21.3447
BUILDING INSPECTOR I	68	\$ 26.9336	\$ 27.8842	\$ 28.8348	\$ 29.7853	\$ 30.7359	\$31.6865
BUILDING INSPECTOR II	71			\$ 31.0520	\$ 32.0757	\$ 33.0994	\$34.1231
BUILDING INSPECTOR III	74			\$ 33.4394	\$ 34.5418	\$ 35.6442	\$36.7466
BUILDING INSPECTOR IV	77			\$ 36.0106	\$ 37.1978	\$ 38.3850	\$39.5721
CASE MANAGER	58	\$ 21.0404	\$ 21.7830	\$ 22.5256	\$ 23.2682	\$ 24.0108	\$24.7534
CODE COMPLIANCE OFFICER	61	\$ 22.6582	\$ 23.4579	\$ 24.2576	\$ 25.0573	\$ 25.8570	\$26.6567
CODE COMPLIANCE TECHNICIAN	50	\$ 17.2689	\$ 17.8784	\$ 18.4879	\$ 19.0974	\$ 19.7069	\$20.3163
COMMUNICATIONS COORDINATOR	71	\$ 29.0046	\$ 30.0283	\$ 31.0520	\$ 32.0757	\$ 33.0994	\$34.1231
COMMUNITY DEVELOPMENT TECHNICIAN I	51	\$ 17.7004	\$ 18.3252	\$ 18.9499	\$ 19.5746	\$ 20.1993	\$20.8240
COMMUNITY DEVELOPMENT TECHNICIAN II	56	\$ 20.0265	\$ 20.7333	\$ 21.4401	\$ 22.1469	\$ 22.8538	\$23.5606
COMMUNITY DEVELOPMENT TECHNICIAN III	60	\$ 22.1057	\$ 22.8859	\$ 23.6661	\$ 24.4463	\$ 25.2265	\$26.0067
CONTRACTS COORDINATOR	65	\$ 25.0104	\$ 25.8932	\$ 26.7759	\$ 27.6586	\$ 28.5413	\$29.4240
COURT CLERK	59	\$ 21.5663	\$ 22.3275	\$ 23.0886	\$ 23.8498	\$ 24.6110	\$25.3721
DEVELOPMENT REVIEW COORDINATOR	64	\$ 24.4003	\$ 25.2615	\$ 26.1227	\$ 26.9839	\$ 27.8451	\$28.7063
ENGINEERING INSPECTOR	61	\$ 22.6582	\$ 23.4579	\$ 24.2576	\$ 25.0573	\$ 25.8570	\$26.6567
ENGINEERING TECHNICIAN	61	\$ 22.6582	\$ 23.4579	\$ 24.2576	\$ 25.0573	\$ 25.8570	\$26.6567
ERP APPLICATION MANAGER	71	\$ 29.0046	\$ 30.0283	\$ 31.0520	\$ 32.0757	\$ 33.0994	\$34.1231
EVIDENCE TECHNICIAN	58	\$ 21.0404	\$ 21.7830	\$ 22.5256	\$ 23.2682	\$ 24.0108	\$24.7534
GIS ANALYST	69	\$ 27.6070	\$ 28.5814	\$ 29.5558	\$ 30.5301	\$ 31.5045	\$32.4788
GIS SPECIALIST I	66	\$ 25.6357	\$ 26.5405	\$ 27.4453	\$ 28.3500	\$ 29.2548	\$30.1596
GIS TECHNICIAN	58	\$ 21.0404	\$ 21.7830	\$ 22.5256	\$ 23.2682	\$ 24.0108	\$24.7534
HISTORIC PRESERVATION SPECIALIST	65	\$ 25.0104	\$ 25.8932	\$ 26.7759	\$ 27.6586	\$ 28.5413	\$29.4240
IT SUPPORT TECHNICIAN (HELP DESK)	61	\$ 22.6582	\$ 23.4579	\$ 24.2576	\$ 25.0573	\$ 25.8570	\$26.6567
LEAD BILLING CLERK	55	\$ 19.5381	\$ 20.2277	\$ 20.9173	\$ 21.6069	\$ 22.2965	\$22.9861
LIBRARIAN I	62	\$ 23.2246	\$ 24.0443	\$ 24.8640	\$ 25.6837	\$ 26.5034	\$27.3231
LIBRARY AIDE II	45	\$ 15.2632	\$ 15.8019	\$ 16.3406	\$ 16.8793	\$ 17.4180	\$17.9567
LIBRARY ASSISTANT	49	\$ 16.8476	\$ 17.4422	\$ 18.0368	\$ 18.6314	\$ 19.2261	\$19.8207
LIFEGUARD INSTRUCTOR III	45	\$ 15.2632	\$ 15.8019	\$ 16.3406	\$ 16.8793	\$ 17.4180	\$17.9567
NEIGHBORHOOD COORDINATOR	61	\$ 22.6582	\$ 23.4579	\$ 24.2576	\$ 25.0573	\$ 25.8570	\$26.6567
PARKING ENFORCEMENT OFFICER	51	\$ 17.7004	\$ 18.3252	\$ 18.9499	\$ 19.5746	\$ 20.1993	\$20.8240
PARKING ENFORCEMENT OFFICER II	52	\$ 18.1430	\$ 18.7833	\$ 19.4237	\$ 20.0640	\$ 20.7044	\$21.3447
PARKS PLANNER	68	\$ 26.9336	\$ 27.8842	\$ 28.8348	\$ 29.7853	\$ 30.7359	\$31.6865
PLANNER I	65	\$ 25.0104	\$ 25.8932	\$ 26.7759	\$ 27.6586	\$ 28.5413	\$29.4240
PLANNER II	68	\$ 26.9336	\$ 27.8842	\$ 28.8348	\$ 29.7853	\$ 30.7359	\$31.6865

Position	2021 Pay Band	85% Hourly	88% Hourly	91% Hourly	94% Hourly	97% Hourly	2021 Proposed Market Hourly
POLICE CRASH INVESTIGATOR I	52	\$ 18.1430	\$ 18.7833	\$ 19.4237	\$ 20.0640	\$ 20.7044	\$21.3447
POLICE CRASH INVESTIGATOR II	55	\$ 19.5381	\$ 20.2277	\$ 20.9173	\$ 21.6069	\$ 22.2965	\$22.9861
POLICE INFORMATION COORDINATOR	58	\$ 21.0404	\$ 21.7830	\$ 22.5256	\$ 23.2682	\$ 24.0108	\$24.7534
POLICE INFORMATION SPECIALIST	53	\$ 18.5966	\$ 19.2530	\$ 19.9093	\$ 20.5657	\$ 21.2220	\$21.8784
SCADA TECHNICIAN	66	\$ 25.6357	\$ 26.5405	\$ 27.4453	\$ 28.3500	\$ 29.2548	\$30.1596
SENIOR PLANS EXAMINER	77			\$ 36.0106	\$ 37.1978	\$ 38.3850	\$39.5721
STORMWATER PROGRAM PROJECT MANAGER	69	\$ 27.6070	\$ 28.5814	\$ 29.5558	\$ 30.5301	\$ 31.5045	\$32.4788
STORMWATER PROGRAM SPECIALIST	67	\$ 26.2769	\$ 27.2043	\$ 28.1317	\$ 29.0591	\$ 29.9865	\$30.9139
STORMWATER PROGRAM TECHNICIAN	58	\$ 21.0404	\$ 21.7830	\$ 22.5256	\$ 23.2682	\$ 24.0108	\$24.7534
SUSTAINABILITY PROGRAM SPECIALIST	67	\$ 26.2769	\$ 27.2043	\$ 28.1317	\$ 29.0591	\$ 29.9865	\$30.9139
URBAN RENEWAL PROGRAM MANAGER	72	\$ 29.7296	\$ 30.7788	\$ 31.8281	\$ 32.8774	\$ 33.9267	\$34.9760
VETERANS COORDINATOR/COURT CLERK	61	\$ 22.6582	\$ 23.4579	\$ 24.2576	\$ 25.0573	\$ 25.8570	\$26.6567
WATER CONSERVATION TECHNICIAN	58	\$ 21.0404	\$ 21.7830	\$ 22.5256	\$ 23.2682	\$ 24.0108	\$24.7534
WEB DEV./APP SUPPORT SPECIALIST	69	\$ 27.6070	\$ 28.5814	\$ 29.5558	\$ 30.5301	\$ 31.5045	\$32.4788

2. It is also mutually agreed that **Addendum B – Pay Plan Rules, 2. Pay adjustments, part D.** of the Collective Bargaining Agreement between City of Bozeman and Montana Federation of Public Employees Fiscal Years 2020-2022 shall be fully rescinded and replaced with a new part D, as follows:

New D. Effective June 1, 2021:

1. Members will be moved to the 2021 Pay Band for their position.
2. Members hired prior to January 1, 2021 will take the appropriate comp ratio step increase on June 1, 2021.

3. It is mutually agreed that no position will be paid at a rate lower than Pay Band 45, representing a \$15/hour minimum starting wage for all covered jobs.

4. It is mutually agreed that on June 1, 2021 Court Clerk positions will be placed at a pay band equal to that of the (non-represented) Legal Assistant I position. This provision may be changed by agreement of the parties any point in the future, based on position and market data at that time.

5. It is mutually agreed that member R.T.'s pay band assignment will be corrected on a go-forward basis. The member will not be required to compensate the Employer for this error that occurred during a prior bargaining session.

6. It is also mutually agreed that the Union will withdraw and rescind its grievance against the Employer regarding Article 13 of the Collective Bargaining Agreement, dated December 9, 2019, and release all claims, and waive any and all rights it may currently or subsequently possess to obtain any reparation or redress for any of its members as a result of the events which formed the basis of the aforementioned grievance, including the right to have the grievance resolved through arbitration, administrative appeal or other legal action.

IN WITNESS WHEREOF, the Parties hereto have set their hands this 22nd day of June, 2021

CITY OF BOZEMAN:

MONTANA FEDERATION OF
PUBLIC EMPLOYEES:

SIGNATURE ON FILE

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Jeff Mihelich, City Manager
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Amanda Curtis, President
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Updated 6/28/2021 – per agreement